

# Bulletin

No. 17 34th year

University of Toronto

Monday, April 13, 1981

The Equal Opportunity Office in the Personnel Department has been closed due to financial pressures .... 3



Pension reform: all parties agree on the revisions. A task force is being formed to bring them about ..... 5

Job outlook not as bad as Statistics Canada report indicates ..... 3



Sylvia Hahn

Birds of a feather are exhibited together at rare book library ..... 7



Affirmative action: good intentions are not enough ..... 8

## Government funding must increase by \$1.37 billion

COU indicators 'sustain a bleak picture of province's commitment to higher education'

Government funding must increase by 16.8 percent to \$1.37 billion for 1982-83 if Ontario's universities are to meet their publicly recognized objectives while maintaining existing quality in teaching, research and community service, the Council of Ontario Universities (COU) has said in its annual brief to the Ontario Council on University Affairs (OCUA).

This increase would cover only the additional real costs incurred by universities due to inflation, modest enrolment growth and basic adjustments to salaries, says COU; it would not permit universities to regain ground lost over four years of underfunding.

The brief sets the cumulative funding shortfall since 1977-78 at \$259.3 million — 20.8 percent of projected system revenue for 1981-82 — and describes grant increases to Ontario universities as being among the lowest in North America.

The Ontario government is charged with increasing operating grants at a rate slower than in any other province. Over the past six years, the other nine provinces in total increased grants to their universities by about 117 percent, while Ontario's increased by only 70 percent. So operating grants to universities in the rest of the country were increasing at a rate about 65 percent greater than in Ontario.

Ontario's provision of grant per student has declined in comparison to the other provinces from fifth in 1974-75 to 10th in 1980-81. To bring this level up to the average of the other nine provinces, without increasing funding, Ontario's enrolment of full-time equivalent students would have to be cut by 28,800.

A comparison of operating grants per capita (derived by dividing grants to universities by each province's total population) places Ontario eighth in 1978-79, from a rank of third in 1974-75.

If the average level of personal income in the provinces is used as an indicator of appropriate funding levels for universities, Ontario was in last place by 1979-80. Regardless of their respective capital income levels, every other province in Canada was spending a higher proportion on operating grants to universities.

"These indicators sustain a bleak picture of this province's commitment to higher education," says the COU brief.

"They also indicate the enormous effort required to catch up to the average for the rest of the country."

Within the province, the universities' share of government expenditure has declined by about one-sixth since 1972-73. This decreasing share of the budget represents a shift of about \$139 million to other publicly-supported areas of activity, says the brief.

For example, where the funding of hospitals and schools is concerned, the Ontario government is the third most generous among the provinces — in contrast with its 10th place position for support of universities.

To compensate for about half of the cumulative funding shortfall since 1977-78, Ontario universities paid their staff at less than the rate of inflation. The remainder was made up by reducing staff complements, library acquisitions, physical plant renewal, furniture and equipment replacement, and non-salary expenditures.

Average faculty salaries in Ontario have not kept up with other employee groups or with university faculty in most other provinces, says the brief.

While the average faculty salary increased by 77 percent between 1972-73 and 1979-80 in Ontario, the province's elementary and secondary school teachers achieved a 127 percent increase, instructors in colleges of applied arts and technology achieved 85 percent, and Ontario government employees, 100 percent. Salaries of university senior and middle management have increased during the last five years at a rate about 20 percent below that provided in the private sector, adds the brief.

On a national basis, only the four Atlantic provinces had lower average salaries in 1979-80, a period when the average salary of faculty in Ontario universities was more than \$1,900 below the average in the other nine provinces.

Rapid expansion of the Ontario university system during the 1960s and early 1970s has compounded the problem of maintaining existing service levels.

"In a work force with a relatively uniform age distribution, the costs of PTR should be met from the cumulative difference between the higher average salaries of people leaving by comparison to the lower salaries of new recruits," says the COU brief. "Because of the rapid growth of the university system in the

Continued on Page 2

## Faculty members are not a greedy bunch

says new UTFA president Harvey Dyck

by Pamela Cornell

"I have no sense of alienation from the administration," says Professor Harvey Dyck, recently elected president of the U of T Faculty Association (UTFA) for 1981-82.

"Both UTFA and the administration have a clear and inescapable common interest in lobbying the federal and provincial governments to prevent further deterioration of the University through underfunding."

Prof. Dyck is the first president in the faculty association's 30-year history not to have been acclaimed. He defeated electrical engineering professor Adel Sedra by an 18-vote margin (482 to 464, with nine spoiled ballots, representing slightly more than 50 percent of the membership).

Since the two candidates had similar platforms and neither was widely known, voting seemed to have been based on their experience in the association, on the endorsement of their respective supporters, and perhaps on faculties.

A member of the Centre for Russian & East European Studies, Dyck was secretary of UTFA from 1976 to 1979 and a member of the UTFA salary negotiating teams in 1978 and 1979. He was also closely involved in negotiating the original *Memorandum of Agreement* between UTFA and the Governing Council and has served on the Joint Committee since its inception.

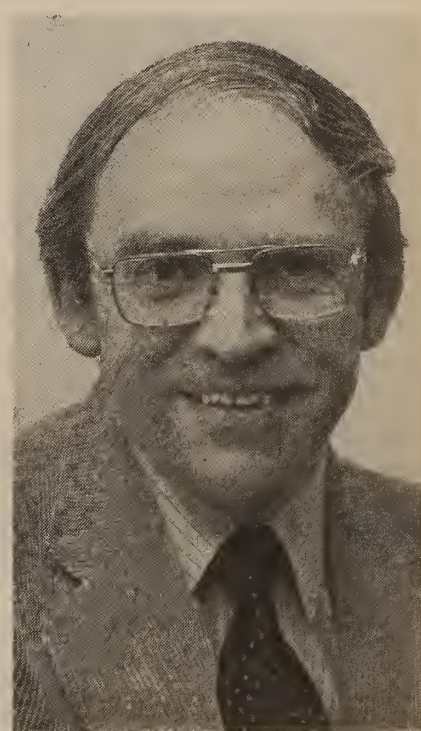
At the provincial level, he is the former vice-chairman of the Ontario Confederation of University Faculty Associations (OCUFA) and in 1978 was UTFA representative to the Canadian Association of University Teachers (CAUT) council.

Dyck says his foremost concerns as UTFA president will be with:

- re-assessing the *Memorandum of Agreement*, particularly with relation to the bargaining process
- protecting pensions from continued erosion by inflation
- blocking a move by the administration to establish procedures for dismissal of librarians for fiscal reasons
- and finally, the most all-encompassing of his concerns, lobbying

"The provincial government is our paymaster yet it's insulated from faculty pressure. Fortunately, public opinion is more attuned to our plight now than it was three or four years ago, thanks to newspaper editorials and opposition spokesmen in the legislature.

"There's a real danger that, within the Ontario system, U of T will be brought down to the provincial average. But it's absolutely essential that we retain the quality of our graduate programs and



research efforts if we are to maintain our national status.

"This University plays a unique scholarly role in Canada, so it's only appropriate that the federal government be more directly involved in funding instead of staying in the background by transferring payments through the provincial government."

Between UTFA and the provincial government lies the central administration, which Dyck regards as a surrogate target for pressure. The harder UTFA presses the administration, he says, the better the University's chances of getting a sympathetic hearing at Queen's Park.

"So it would be wrong for the association to be soft on salary demands," says Dyck. "Militancy is the only articulate and forceful way to exert pressure on the paymaster."

While Dyck regards President James Ham as a man of principle, deeply committed to the best interests of the University, he views his administration as less than sympathetic to legitimate faculty concerns.

The new UTFA president terms this year's salary and benefits settlement (an increase of 10.2 percent) as disastrous, saying the total package should not have been less than the University's share (10.8 percent) of the province-wide operating grant (increased this year by 10.1 percent).

"The administration could have done considerably better than that. I suspect even they were surprised at how easily

Continued on Page 2



## Search committee for director, Centre for International Studies

The current term of the director of the graduate Centre for International Studies is coming to an end and the Council of the School of Graduate Studies has accepted the recommendation of the International Studies Review Committee that the activities of the centre be continued. The review committee has, therefore, been reconstituted as a search committee for a new director.

Members of the search committee are: Professors R.C. Brown, Department of History; Ian Drummond, Centre for International Studies and Department of Political Economy; Franklyn Griffiths, Department of Political Economy;

G.K. Helleiner, Department of Political Economy; R.M. Savory, Centre for International Studies and Department of Middle East & Islamic Studies; Jacob Spelt, Faculty of Arts & Science; Associate Dean Lorna Marsden (*chairperson*), School of Graduate Studies.

Suggestions of candidates for a director would be welcomed and may be directed to any member of the committee, or through the secretary of the committee, M.F. McNeely, senior executive officer, School of Graduate Studies, 63 St. George St. Nominations should be received by April 20.

## Search committee for education dean

The President has appointed a search committee to recommend a dean of the Faculty of Education for a term beginning Sept. 1, 1981. The membership of the committee is as follows: Professor D.W. Strangway, vice-president and provost, (*chairman*); Stella Gamble, executive assistant to the provost, (*secretary*); Professors D.W. Alexander, Faculty of Education; A.M. Fasick, Faculty of Library Science; Denton Fox, Department of English; V.K. Gilbert, Faculty of Education; H.D. Gutteridge, University of Toronto Schools; Markus Iksala, student, Faculty of Education; Dean John Leyerle, School of Graduate Studies; Professor R.J. McMaster, Faculty of Education; Cheryl Mader, FEUT Student Union; Professor M.A. Millar, Faculty of Education; M.E. Paquette, FEUT Student Union; and

Bernard Shapiro, director, Ontario Institute for Studies in Education.

The committee will welcome nominations and comments; these may be submitted to the chairman, room 233 Simcoe Hall, or to any member of the committee.

## TST requires registrar

The Toronto School of Theology requires an academic registrar. This is a half-time position. Duties to commence August 1, 1981. Salary commensurate with qualifications and experience. For further information call Donna Frecker at 978-4039.

## Government funding

Continued from Page 1

1960s and early 1970s, the age distribution of university staff is skewed, with very few staff at or approaching retirement."

COU has developed a computer model which predicts net PTR costs of 1.9 percent for 1982-83. These would decline steadily through the 1980s and early 1990s, reaching a zero net cost in 1997.

The burst of rapid growth produced another problem for Ontario universities, namely the high cost of replacing large quantities of furniture and equipment.

Assuming a 15-year replacement cycle, universities ought to have spent \$36 million on furniture and equipment in 1978-79, says the brief. Instead they spent \$22.9 million. COU's estimate of the spending requirement for 1982-83 is \$57.2 million.

Inflation and general fiscal restraint have had a particularly severe effect on library acquisitions, says the brief. COU data covering the 10 years from 1970 to 1980 for nine universities demonstrates a 30 percent decrease in the number of book titles purchased.

"The continuing necessity to maintain periodical subscriptions combined with

severe price increases of those periodicals has meant a significant transfer of budget priorities".

Despite cancellation of some 11,000 periodical subscriptions between 1977 and 1980, the periodicals' share of the acquisitions budget increased from barely one-third in 1971-72 to over half in 1979-80.

Meanwhile, says the brief, the Ontario government has recently announced a major program of industrial development to create "opportunities for massive economic expansion".

Clearly, says COU, the existence of a sophisticated university system of an adequate size and scope will be a necessary basis for that economic expansion.

"Ontario has the necessary wealth to restore and maintain its present university system yet the picture of current and future years remains as bleak as ever. With adequate funding, the future could be quite different. The universities of this province are essential to the preservation of our spiritual and material well-being."

## New UTFA president

Continued from Page 1

they got off in the mediator's report. But it's not good to have a faculty that's deeply aggrieved and the level of dissatisfaction is very high.

"I don't think faculty members are a greedy bunch. Most of us feel a deep sense of loyalty to the institution. But any profession with a sense of its own value must insist on the legitimacy of its financial claims. If we ignore that in our society, we very quickly lose respect.

"It's all very well to talk about dedication but for some people, this is a job and they expect to be reasonably paid for it. Present salary levels have meant some divisions have been having difficulty recruiting the best people."

As for the difficulty of making tough choices about where the money should go within the University, Dyck says UTFA can't be saddled with responsibility for those decisions.

"Allocating limited resources becomes

a balancing out of pressures," he says. "That's why it's important for UTFA to be strong, focused and effective."

A vital factor will be the future of the *Memorandum of Agreement*, now being re-evaluated. A source of recent dissatisfaction, the informal agreement could eventually be scrapped, if UTFA decides to seek certification under the Ontario Labour Relations Act.

Dyck says he hopes that scenario won't come to pass but cautions that, if it does, the administration will have to assume a sizeable share of the responsibility.

"In a more formal arrangement," he says, "there is a danger of losing sight of common interests while arguing over fine points; so I have a strong preference not to move towards unionization.

"But ideologically, I would have no difficulty if the membership chose to go in that direction."

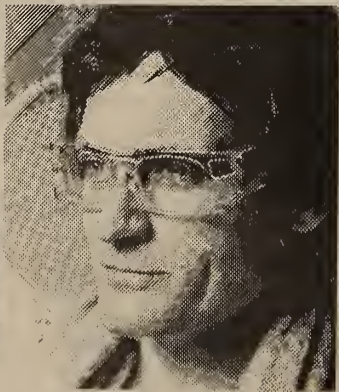
## Play it safe! with the NEW Safe-T Eyegard



### Features:

- \* better ventilation to reduce fogging.
- \* more comfortable "3 point" fit for all head sizes.
- \* exclusive Safe-T-Rim lens groove keeps lenses in place.

Available in Plano or Prescription. Complete with adjustable headband and carrying case.



Available exclusively through

**IMPERIAL OPTICAL CANADA**

## Suncor fellowships aim to attract management studies students

In the 1970s, US business schools granted about 1,000 doctorates annually, in dramatic contrast to Canadian universities, which have only awarded a total of 130 in the last two decades.

Doctoral graduates are needed to fill faculty positions so students are not turned away from management schools as is now the case, says Douglas Tigert, dean of the Faculty of Management Studies.

Almost 200 positions at Canada's 45 schools of management are unfilled and one estimate has placed the need for new faculty members at more than 100 a year for the next few years.

In response to this need, Suncor Inc. (of which Sunoco Inc. is a subsidiary) is providing a total of \$180,000 over three years in fellowships to six Canadian doctoral programs in management and administrative studies. Purpose of the scheme is to develop and strengthen programs by supporting students.

"These fellowships will make it possible for us to attract students who might otherwise have gone to industry," says

Dean Tigert. "I hope this move will trigger other companies to follow suit."

Suncor president Ross A. Hennigar says the oil industry has "tended to emphasize the lack of engineers and geoscientists as hampering Canada's quest for oil and gas self-sufficiency, but the need is equally great for professional managers".

The Suncor fellowships, each amounting to \$10,000, will be shared by five universities (Alberta, British Columbia, Laval, Toronto, and Western Ontario) and the joint doctoral program conducted by four Montreal institutions (Ecole des Hautes Etudes Commerciales, Université de Québec à Montréal, and Concordia and McGill Universities).

## Deadline for next Bulletin

Deadline for receipt of material at the Department of Information Services for the next issue of the *Bulletin* is mid-day Thursday, April 16.



# Universities question StatsCan survey usefulness

The recently published Statistics Canada survey of the employment status of 1976 university and college graduates in 1978 is not as "timely" and "useful" as it claims to be, according to university administrators and spokesmen.

William Sayers, director of communications for the Council of Ontario Universities (COU), calls the survey, entitled *Job Market Reality for Post-secondary Graduates*, "somewhat dated". He points out that while the survey reports that 92.3 percent of 1976 university graduates were employed two years after graduation, a more recent Ontario survey shows that 95.1 percent of 1979 graduates in Ontario were employed by April of the following year. (That survey was conducted by the Ontario Ministry of Colleges & Universities.)

In a strongly worded letter to Statistics Canada, COU's director of research, Edward K. DesRosiers, said: "Perhaps the most critical shortcoming of the report is that it focuses on a single cohort of graduates and on the employability of that cohort without reference to the employability of other groups".

He added that statistics show that university graduates have a lower unemployment rate than persons with less educational background. Over the past five years, the unemployment rate for university graduates has been one-third to one-half the unemployment rate in Canada, he said, quoting other Statistics Canada findings.

The survey prompted front page coverage in the press because it emphasized that its findings indicate graduates should not expect to find employment suitable to their training:

"Although, on the whole, post-secondary education leads to better jobs and higher salaries, newcomers to the labour force often find that a diploma or degree does not guarantee early career success. Many of them earn less, particularly at first, than some tradespeople; have to accept jobs that do not use their qualifications; decide that their choice of program was a mistake, and intend to go back to school to try again."

Rivi Frankle, director of U of T's Career Counselling & Placement Centre (CCPC), said the survey, which reported that 42 percent of those questioned found jobs related to their studies, overlooked the fact that not all students expect their courses to lead them to a particular job.

Furthermore, said COU's DesRosiers, much of the Statistics Canada survey dealt with subjective matters which could be subject to widely varying interpretations.

The survey reported that about 25 percent of the class of 1976 regretted the fields of study they had chosen and that 45 percent intended to go back to school for training in a different field.

DesRosiers remarked, however, that there is a "natural tendency among many young people to feel that they are capable of responding to greater challenges and to downplay their present status".

Frankle said the survey makes an assessment of the benefits of a university education solely in terms of its impact on the labour market.

And the Association of Universities & Colleges of Canada (AUCC) said in a press release that the survey "does not attempt to assess other benefits such as the development of the creative, expressive and critical abilities of the individual".

Statistics Canada questioned 45 percent of the 97,000 people who graduated from universities and colleges in 1976. Some of the findings of the survey were:

- Business graduates are in demand. Unemployment and underemployment (being overqualified for a job) were low and salaries high in this group
- Health professionals were most apt to find jobs related to their studies. Dentists (mostly men) received the highest salaries of all graduates; nurses (mostly women) earned less than average
- Education graduates had better luck finding well-paid, satisfying jobs in their field than might be anticipated with the decline in elementary-secondary enrolment
- Fine and applied arts graduates had more difficulty than most, with high unemployment and low salaries
- Unemployment was highest (23 percent) among graduates in foreign languages
- Underemployment was lowest (six percent on average) among graduates of nursing and other medical and dental services
- The proportion of jobs held which had nothing to do with the graduate's field ranged from only three percent for college nursing graduates to more than 40 percent for those with degrees in some social sciences
- Half the bachelor's degree holders planned to return to a postsecondary institution within two years, more than at any other level. Least inclined to do so were law graduates (18 percent), while 73 percent of philosophy graduates intended to return

## Paediatrics chairman search committee

A search committee has been established to recommend a professor and chairman of the Department of Paediatrics, for effect July 1, 1981.

The membership of the committee is: Dr. R.H. Sheppard, (chairman), Faculty of Medicine; James Tory, (vice-chairman), board, Hospital for Sick Children; Duncan Gordon, chairman of the board, Hospital for Sick Children; J.D. Snedden, executive director, Hospital for Sick Children; Drs. R.M. Ehrlich, R.I. Hilliard, J.A. Lowden and P.G. Strachan, Department of Paediatrics; Drs. C.H. Hollenberg, Department of Medicine; J.L. Harkins, Department of

Obstetrics & Gynaecology; M.J. Ashley, Department of Preventive Medicine & Biostatistics; F.B. Fallis, Department of Family & Community Medicine; and E.A. McCulloch, School of Graduate Studies representative.

Dr. D.H. Carver is eligible for a second term. The committee will welcome comments and/or suggestions, and these may be submitted, preferably in writing, to the chairman or vice-chairman, or to any member of the committee.

## Night graduate courses will make part-time master's degrees possible

This September part-time students at the University of Toronto will be able to complete a master's degree at night due to a re-scheduling of courses by the School of Graduate Studies (SGS).

Prior to this, most graduate courses at the University were offered only in the daytime. The decision to re-schedule graduate courses was made by John Leyerle, dean of SGS, after he was approached by Bev Batten, liaison officer for the Association of Part-time Undergraduate Students (APUS).

"When Bev asked us about the possibility of expanding into more evening studies, we made a survey of departments," says Maria De Valdes, programs officer for SGS. "We found they were willing, if the numbers warrant it."

Batten is naturally pleased about the decision.

"Increasing fees and general living expenses, and a more stringent student aid program at the graduate level, have

made a master's degree on a part-time basis more attractive to former part-time and full-time undergraduates."

She says the scheduling change will tap a market of students that hasn't been available to U of T.

Departments and centres offering night courses for a master's degree will now be: classical studies, English, history of art, French language and literature, Germanic languages and literatures, history, Middle East and Islamic studies, Italian studies, Near Eastern studies, Slavic languages and literatures, Graduate Centre for the Study of Drama, linguistics, comparative literature, Spanish and Portuguese, educational theory, geography, Centre for Industrial Relations, chemical engineering, civil engineering, electrical engineering, geology, mechanical engineering, and metallurgy and materials science. De Valdes says there are still some departments which are undecided.

## Equal opportunity office closed

The University's Equal Opportunity Office has been eliminated and its only full-time staff member declared redundant as a result of financial pressures on the Personnel Department.

"We're faced with difficult times and some very hard choices," says William Alexander, vice-president, personnel and student affairs.

He said he was uncomfortable when personnel director Robert Brown brought forward a recommendation that eliminating Gillmeister's office would have the least impact on his department's operation.

"We didn't treat it lightly," says Alexander. "In fact, we went into it in considerable detail."

"I had to recommend it to the President's Advisory Committee on the Budget and I made it clear to them what this meant. They didn't oppose it, though I don't think they were happy with it. But they have to think in terms of broader pressures on the University."

Opened in April 1977, Gillmeister's office conducted salary anomaly reviews, workshops for cross-cultural communication, and programs offering English working-language skills. At the time her office was abolished, Gillmeister had plans for a University-wide review of salaries for part-time women faculty and those below the rank of assistant professor.

The decision to eliminate the office is unfortunate, she says, because striving towards equal opportunity for minority groups is part of the University's obligation.

"Individuals are rarely in a position to recognize biases that may be built into some of our policies and practices, even when they are applied fairly," says Gillmeister.

"Those most affected often do not complain, or if they do, they may complain about the wrong thing. They may perceive intentional discrimination where none is intended, while the real culprit — the policy — is not reviewed."

"The Equal Opportunity Office has been able to act as an early warning system by regular monitoring of the effects of our policies and practices, as well as patterns of complaints."

"After-the-fact anomaly reviews, for example, are time-consuming and costly ways of remedying a problem that need not have been created."

"Now that there is no longer one individual or group responsible for monitoring complaints and trends, a greater

onus is placed on the rest of us to examine more than our own intentions. And we must keep abreast of changes in legislation and social practice in the field of human rights."

Vice-President Alexander says that while the office's functions will not be totally lost, they will not be up to the previous level.

Questions and allegations concerning discrimination in employment will now be referred to counsellors in the employment and staff development section of the Personnel Department and questions on compensation treatment will be handled by salary administration. The English as a second language program will be administered by the staff development office and responsibility for the native students' program has yet to be re-assigned. Employment counsellor Margaret Graham will serve as the University's representative at external meetings or on task groups.

"I continue to believe that equal opportunity is an important issue in our working society," says Brown, "and regret that the allocation of time and effort in this area is being reduced to such a minimal level."

Gillmeister says the main problem with her office was that, situated within a service unit, it had little influence on the kinds of policy decisions that needed to be made. Her role would have been more effective, she says, had she reported directly to President James Ham or to Vice-President Alexander, instead of to Robert Brown.

Alexander says the location placed Gillmeister close to the relevant data base as well as to employment counsellors dealing with hiring and remuneration. He questions her charge that policy matters seldom emanate from a service unit.

"The whole personnel policy manual for the University's administrative staff originated in the Personnel Department."

"Ms. Gillmeister's reports came up and were distributed to the senior administration. I suppose one could question whether we did enough to respond to them. We've certainly never had a defined affirmative action policy setting quotas to promote equal opportunity; but some definitive actions have been taken, for example, in relation to the salary anomaly review."

He says a major reason for closing the Equal Opportunity Office was the need to rechannel resources into mandatory provisions for occupational health and safety.



# Research News

## U of T Humanities & Social Sciences Committee Conference Travel Grants

Funds are available to cover transportation costs only to present a formal paper at an overseas conference. The next deadline date is *May 15* for conferences taking place from Aug. 1 to Nov. 30. Because funds are usually fully committed for each conference grant competition, it is recommended that applications be submitted by the above deadline date even if official confirmation of the invitation to give the paper is delayed. For further information, call ORA at 978-2163.

**SSHRC Grants to Canadian Scholars to Lecture Abroad**  
The Social Sciences & Humanities Research Council has recently announced a new program of travel assistance for Canadian scholars invited to lecture

abroad. The competition is open to Canadian citizens who hold full-time faculty appointments at a Canadian university and who have received an invitation from at least one foreign university or other institution of higher learning to give a series of lectures and seminars. Requests will be judged on the likely impact of the proposed lecture series on enhancing international recognition of Canadian scholarship and on diversifying contacts between Canadian and foreign scholarly communities. Grants will cover up to return economy air fare. The inviting institution is expected to cover accommodation and expenses.

For visits during the 1981-82 academic year, the deadline date for applications at the agency is *May 1*. For further information and application forms, call ORA at 978-2163.

# PhD Orals

Since it is sometimes necessary to change the date or time of an oral examination, please confirm the information given in these listings with the PhD oral office, telephone 978-5258.

## Tuesday, April 21

Steven Alan Muhlberger, Department of History, "Prosper, Hydatius, and the Chronicler of 452: Three Chroniclers and Their Significance for Fifth Century Historiography." Prof. W.A. Goffart. Room 111, 63 St. George St., 10 a.m.

John Allan Hattie, Department of Educational Theory, "Decision Criteria for Determining Unidimensionality." Prof. R. McDonald. Room 111, 63 St. George St., 2 p.m.

Rollen Edward Houser, Department of Philosophy, "Thomas Aquinas on Transcendental Unity: Scholastic and Aristotelian Predecessors." Prof. E.A. Synan. Room 307, 63 St. George St., 2 p.m.

## Wednesday, April 22

Jamshid Etezadi-Amoli, Department of Educational Theory, "A General Polynomial Model for Nonlinear Factor Analysis." Prof. R. McDonald. Room 111, 63 St. George St., 2 p.m.

## Thursday, April 23

Mark Golden, Department of Classical Studies, "Aspects of Childhood in Classical Athens." Prof. M.B. Wallace. Room 111, 63 St. George St., 2 p.m.

Philip George Anderson, Department of Electrical Engineering, "Floating Redundancy." Prof. Z.G. Vranesic. Room 309, 63 St. George St., 2 p.m.

Peter H. McBreen, Department of Chemistry, "U.V.-Visible Spectroscopy of Molecules Adsorbed on Metals." Prof. M. Moskovits. Room 307, 63 St. George St., 2 p.m.

## Friday, April 24

Salina M. Shrofel, Department of Linguistics, "A Phonology of Island Lake Ojibwa." Prof. J.K. Chambers. Room 201, 65 St. George St., 9 a.m.

Wayne Austin Hunt, Department of Political Economy, "The Federal-Provincial Conference of First Ministers: Changes in the Decision-Making Role of This Institution, 1960-1976." Prof. P.W. Fox. Room 307, 63 St. George St., 10 a.m.

Robert Paul Rainsberry, Department of Educational Theory, "Dialogue and Moral Education: Re-Thinking the Concepts of Moral Education through the Philosophy of Martin Buber." Prof. D. Misgeld. Room 111, 63 St. George St., 10 a.m.

Sheila M. Embleton, Department of Linguistics, "Incorporating Borrowing Rates in Lexicostatistical Tree Reconstruction." Prof. B. Brainerd. Room 201, 65 St. George St., 1 p.m.

## Monday, April 27

Geoffrey Takawira Zinyama Chada, Department of History, "Labour Protest, Group Consciousness and Trade Unionism in West Africa: The Radical Railway Workers of Colonial Ghana, 1900-1950." Prof. M.A. Klein. Room 111, 63 St. George St., 10 a.m.

Dirk Seelemann, Department of History, "The Social and Economic Development of the Kiaochow Leasehold (Shantung, China) under German Administration, 1897-1914." Prof. A.P. Thornton. Room 309, 63 St. George St., 2 p.m.

James Dennis Maroosis, Department of Philosophy, "Further Consequences of Human Embodiment: A Description of Time and Human Existence as Disclosed at the Origin of Peirce's Philosophy of Community." Prof. D. Savan. Room 111, 63 St. George St., 2.30 p.m.

## Tuesday, April 28

Margery Fee, Department of English, "English-Canadian Literary Criticism, 1890-1950: Defining and Establishing a National Literature." Prof. C.T. Bissell. Room 111, 63 St. George St., 10 a.m.

Chaim Harry Zarek, Department of Physics, "Electron Scattering Studies in <sup>24</sup>Mg." Prof. T.E. Drake. Room 309, 63 St. George St., 2 p.m.

## Wednesday, April 29

Eliahu Levanoni, Department of Management Studies, "The Moderator Effect of Differential Perception of Ambiguous Job Elements on Job Characteristics-Expectancy Belief Relationships: An Extension of the Hackman-Oldham Model." Prof. M.G. Evans. Room 309, 63 St. George St., 2 p.m.

Robert Marino, Faculty of Social Work, "A Study of Ethnic Neighbourhood Networks and Their Linkages with Public Service Delivery Systems." Prof. D. Bellamy. Room 111, 63 St. George St., 2 p.m.

## Thursday, April 30

Sharon Louise Kirsh, Department of Educational Theory, "The Class Context of Emotional Support Systems of Working Class Women." Prof. D. Smith. Room 111, 63 St. George St., 10 a.m.

Robert J. Oppenheimer, Department of Management Studies, "Testing Three-Way Interactions among Leader Behaviours, Task Structure and Personal Characteristics of Subordinates as Indicated by the Path-Goal Theory of Leadership." Prof. M.G. Evans. Room 307, 63 St. George St., 2 p.m.

## Friday, May 1

Timothy John Lukes, Department of Political Economy, "The Flight into Inwardness: An Exposition and Critique of Herbert Marcuse's Theory of Liberatory Aesthetics." Prof. A.A. Kontos. Room 307, 63 St. George St., 10 a.m.

Danielle Thaler, Department of French, "Etude de Trois Romans des Goncourt: *Soeur Philomène*, *Germinie Lacerteux* et *la Fille Elisa*." Prof. J.A. Walker. Room 309, 63 St. George St., 2 p.m.

# Job Openings

Below is a partial list of job openings at the University. Interested applicants should read the Promotional Opportunity postings on their staff bulletin boards, or telephone the Personnel Office for further information. The number in brackets following the name of the department in the list indicates the personnel officer responsible. Please call: (1) Sylvia Holland, 978-6470; (2) Margaret Graham, 978-5468; (3) Jack Johnston, 978-4518; (4) Ann Sarsfield, 978-2112; (5) Barbara Marshall, 978-4834; (6) Bob Porvin, 978-4419.

## Programmer C

(\$16,575 — 19,061, Union)  
Library Automation Systems, four positions (3)

## Programmer D

(\$18,374 — 21,162, Union)  
Library Automation Systems, two positions (3)

## Programmer III

(\$20,383 — 23,501, Union)  
Business Information Systems (3)

## Programmer Analyst

(\$20,383 — 23,501, Union)  
Library Automation Systems, two positions (3)

## Programmer IV

(\$25,430 — 29,930 — 34,430)  
Library Automation Systems (3)

## Fire Prevention Officer

(\$15,090 — 17,750 — 20,410)  
Physical Plant (6)

## Payroll Supervisor

(\$19,620 — 23,080 — 26,540)  
Comptroller's Office (2)

## Personnel Officer II

(\$21,760 — 25,600 — 29,440)

## or Personnel Officer I

(\$17,700 — 20,820 — 23,940)

## or Personnel Assistant

(\$15,090 — 17,750 — 20,410)  
Personnel (2)

## Engineering Officer II

(\$22,900 — 26,940 — 30,980)  
Computing Services (3), Computer Systems Research Group (1)

## Accountant V

(\$24,160 — 28,420 — 32,680)  
Internal Audit (2)

## Manager, Operations

(\$27,300 — 34,150 — 41,000)  
Computing Services (3)

## Manager, Physical Services

(\$29,490 — 36,880 — 44,270)  
Scarborough (4)

## Police Constable

(Probationary, \$14,144)  
Physical Plant (6), Scarborough (6)

## Distribution Promotion Officer

(\$17,700 — 20,820 — 23,940)  
Media Centre (6)

## Assistant Dean

(\$21,760 — 25,600 — 29,440)  
Music (1)

## Program Coordinator

(\$24,160 — 28,420 — 32,680)  
Continuing Studies (2)

## Director

(\$26,880 — 31,620 — 36,360)  
Instructional Media Services, Medicine (4)

## Just Published

### 'CANADA SINCE 1945'

Power, Politics and Provincialism

by

Robert Bothwell

Ian Drummond

John English

University of Toronto Press

\$19.95

... provocative and  
immensely readable ...

phone  
& mail orders  
WELCOME

University of Toronto  
BOOKROOM  
63A St. George St.  
978-7088

# RUDY'S

## RESTAURANT

- Central location • Two spacious floors •
- Delicious food at moderate prices • Pastry freshly baked on premises •
- Nightly entertainment at Top of Rudy's •

## OPEN KITCHEN

Open kitchen is the house policy and guests are invited to make their food selections from the kitchen dining counter, see what's brewing and make a selection from there. Rudy's invites you to come in and discover for yourself why we are regarded as the 'Miracle on Bloor Street'.

LICENSED BY LLBO

232 Bloor St. West

Located across from Varsity Stadium, the Royal Conservatory of Music and just around the corner from the ROM

# Bulletin

Editor: Norma Vale

Writers: Pamela Cornell, Susan Swan

Copy Editor: Margaret MacAulay

Production: Chris Johnson, Sandra Sarner

Photographer: David Lloyd

Advertising: Marion de Courcy-Ireland, 978-2106

Director: Elizabeth Wilson

Material may be reprinted in whole or in part with appropriate credit to the *Bulletin*.

Published every two weeks by the Department of Information Services, 45 Willcocks St., Toronto, Ontario M5S 1C7  
Telephone 978-2102

Submissions for publication must be in the *Bulletin* office 10 days before publication date. Display advertising space must be reserved two weeks before publication date.



# Program to change pension plan expected by September. Personnel director says there will be reforms

by Chris Johnson

The University's pension plan does not provide the benefits it was designed to give and needs revising. Not only are the administration, faculty and staff in agreement on this, they are also in basic agreement on the steps that need to be taken to improve it.

"Five or six bodies have examined revisions to the pension plan since 1977," says Professor William Graydon. "They have been going over and over the same ground and have all come up with essentially the same conclusions." Prof. Graydon is one of the two representatives of the U of T Faculty Association (UTFA) on the pension plan task force which is being formed as a result of the salary and benefits negotiations between UTFA and the administration earlier this year.

The task force is not just another committee investigating what changes to make; its task is to develop, by Sept. 1, 1981, an agreed multi-year program of change in the pension plan based on the recommendations of the Presidential Advisory Committee on Pensions (*Bulletin*, Feb. 9). Each year's adjustments will then require ratification in annual salary and benefits negotiations.

"UTFA is generally satisfied with the recommendations of the advisory committee," says Michael Finlayson, president of the faculty association. He is cautiously optimistic that the task force will be able to revise the pension plan to everyone's satisfaction. "The administration recognizes that the present plan is unfair," he says, "but there is a certain understandable reluctance to move quickly on reform."

"Some of the recommendations can be implemented at little or no cost, but cost sharing on the others is a delicate matter. The money to pay for them has to come from somewhere. If it means cutbacks in other areas there are going to be complaints."

"Historically the University's contribution to the pension plan has varied," says Finlayson, "but in the last several years it has declined. In the previous two years' negotiations the faculty association traded off about half of one percent in salary increases to lower the breakpoint age in the pension plan from 45 to 40. So in fact part of the payment made by the university to the plan is in fact money that would otherwise have been paid as salaries."

One of the recommendations of the advisory committee is that the age breakpoint in entitlement be eliminated on the

grounds that it is prejudicial on the basis of age and makes the plan much less attractive to young members. Alternatively, it recommends that "if the breakpoint is to remain at age 40 consideration should be given to raising the age for compulsory membership in the plan to 40, so that younger members are not forced to make full contributions for partial benefit entitlements". The current age for compulsory participation in the plan is 35.

Robert Brown, director of the Personnel Department and convener of the task force, says that reforms will come about. "The difficulty in implementing changes is understandable. Improvements will cost money."

Brown identified three of the advisory committee's recommendations that will be expensive to put into effect:

- that the election of early retirement after age 60 by those who have a combined age and service of 85 years not be subject to the five percent per year pension reduction penalty. (This recommendation has a double cost factor, says Brown. Not only will the initial cost of offering it be expensive, but the more attractive it is the more people will want to take advantage of it thus driving up the cost even more)

- that the salary base be partly restored to the original near-terminal-salary intent by using the best 36 months' annual average salary as the basis replacing the best five years' average. (At the 1966 inflation rate of about two percent per annum the five year average resulted in a salary base of less than four percent below the final year's salary; at the present 10 percent plus rate the salary base is over 16 percent below final salary. Even averaged on three years the reduction is close to nine percent)

- that the plan provide for a reduction in the severity of the Canada Pension Plan integration. (Deductions for both CPP and University pension plan have remained at a total five percent of salary. As CPP coverage increased more rapidly than plan members' salaries, the members' contribution rate to the University plan fell from nearly five percent to 2.5 percent. The average rate of payment now stands at 3.7 percent of salary)

"The task force will assume a quasi-negotiation stance," says Brown. "The pension plan is too complicated to deal with each year in the couple of months of negotiations, so the task force will hammer out a pre-negotiation position." Problems could arise, however, if the priorities of the administration, UTFA and the U of T Staff Association (UTSA) are very different."

"Early retirement without penalty is UTSA's priority," says Rianna Wallace, UTSA president. "The plan is basically a good one, but it needs some modifications to bring it up to date. The presidential advisory committee has done an enormous amount of work and UTSA agrees with its recommendations."

The plan was instituted in 1966 and provided an adequate level of benefits for its time, and would have continued to do so but for inflation. The dollars that were paid into the pension plan in 1966 are now worth less than 40 cents.

Indexing of pensions is a priority of the faculty association and one of the recommendations that Finlayson says can be carried out at little or no cost. "Return on the fund in real terms is constant and can accommodate some of the loss of value of the pensions," he says. "The fund is producing a return of 12 percent, not three percent as originally expected. This may not cover all of the cost of indexing pensions, but certainly a great deal of it."

"Over the last nine years," says Graydon, "the faculty and staff have agreed that the salary increases enjoyed by present staff should be shared by those on pensions. It meant a direct reduction in the amount available for increases for present staff. We don't know that future staff, when we are on pension, will be as generous. We must decide now to defer consumption of goods to a time when we are without income."

Graydon maintains that all the recommendations can be implemented immediately at low cost. "Nothing has been done," he says, "because of a lack of understanding. Time will have to be taken to educate the rest of the faculty and staff to the level of awareness achieved by those who have been involved on the committees which have all come up with essentially the same proposals."

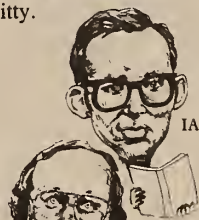
The task force will be composed of two representatives from UTFA (the president and one additional member), the president and one additional member of UTSA, two persons nominated by the President, and the convener.

The President's nominees on the task force are M.E. Dedrick, acting vice-president — business affairs, and David Nowlan, vice-president designate (research and planning) and registrar. UTSA's second representative is David Askew.

The task force will meet until the multi-year plan is fully implemented in order to reconfirm priorities and consider new information or issues that may have arisen.

## Press Notes

'It was fun to write,' Robert Bothwell says, thereby demolishing the old maxim about easy writing making for hard reading. *Canada Since 1945: Power, Politics, and Provincialism* (502 pages, \$19.95) is a vastly entertaining summary of changing times, irreverent without tipping over into flippancy, provocative by design, opinionated, engaging, and witty.



IAN DRUMMOND

JOHN ENGLISH

ROBERT BOTHWELL

The idea was born in 1977. Bothwell was finishing a book on C.D. Howe and studying Trudeau; John English had worked through the Pearson papers; Ian Drummond had been immersed in Diefenbachianalia. The three agreed to collaborate in the first history of post-war Canada. With each covering his own area of special interest, what has emerged is a lively short course in Canadian economics and social history.

Were there any divergences of opinion as the project developed? None, says Bothwell cheerfully. 'We went over each other's stuff, checked facts, discussed ideas ...'

Any surprises? 'I think all of us were surprised at how hard we were on Trudeau. All three of us at one point fervently supported him; all of us cooled.' He adds, though, that had the book been continued to include the debate on patriation of the constitution, all three might well have swung back to Trudeau. 'It's possible he may bequeath to us a constitution we can be proud of in years ahead. He is a man of quite extraordinary daring ... He's doing what St Laurent thought about ...'

The book is a fast-moving instant replay of changes since the end of World War II, intriguingly bringing back into focus much that we may have forgotten.

In some ways it is a cliff-hanger, summarizing the past thirty-five years and leaving us poised on the brink of even more momentous changes — where we have as much cause to tremble as has the rest of the world.

'... the stability Canadians had a generation ago was gone and, for their children, it would not return. The absence of the conservative social behaviour of the 1950s was not regretted by most Canadians. They had shed their greatcoats, buttoned-up vests, and tight corsets; although without them they often feared going into the ever colder blasts outside. And yet they would and they were not alone.'

And if that seems too sombre a conclusion, how's this for a verdict? 'Most of what has gone wrong with post-war Canada has been inevitable, unavoidable, or Canada's own damn fault.'

The scarlet jacket with Bickerstaff's caricatures of the personalities involved in these years is a tantalizing promise, and yes, sometimes you can tell a book by its cover. This one is bright, colourful, bold, and witty. The book and the cover.

Typeset by University of Toronto Press

## Anatomy chairman search committee

A search committee has been established to recommend a professor and chairman of the Department of Anatomy, for effect July 1, 1981.

The membership of the committee is: Drs. K.J. Dorrington, (*chairman*), Department of Biochemistry; A.A. Axelrad, E.G. Bertram and H.P. Cheng, Department of Anatomy; A.R. Hudson, Department of Surgery; Philip Seeman, Department of Pharmacology; J.K. Stevens, Department of Physiology; A.R. Ten Cate, Faculty of Dentistry; and A.M. Zimmerman, School of Graduate Studies representative.

Dr. Keith Moore is eligible for a second term. The committee will welcome comments and/or suggestions, and these may be submitted, preferably in writing, to the chairman or to any member of the committee.

## Co-opted membership of Governing Council committees and subcommittees

Members of the University community are invited to submit nominations for the co-opted membership of the following committees and subcommittees: Academic Affairs Committee; Academic Appeals Board; Subcommittee on Admissions & Awards; Subcommittee on Curriculum & Standards; and Honorary Degrees Committee.

It is anticipated that a limited number of co-optees will also be required for the following: Business Affairs Committee; Committee on Campus & Community Affairs; Planning & Resources Committee; and Planning Subcommittee.

Nominations should include: (1) A brief and relevant *curriculum vitae* and (2) An Indication, if possible, of the nominee's willingness to serve, if selected, for a period longer than one year.

Nominations should be sent to D.S. Claringbold, secretary, Governing Council, room 106, Simcoe Hall. The deadline for nominations is 12 noon, April 30.

**Hart House Hair Place**  
for Ladies & Gentlemen  
PERMS • CUT • WASH • STYLE  
Call Ben — 978-2431

University  
of Toronto  
Press



# Events

## Lectures

Wednesday, April 15

**Anti-Social Adolescents: Some Questions, Some Answers.**  
Prof. S.J. Shamsie, Department of Psychiatry, Auditorium, Clarke Institute of Psychiatry, 250 College St. 5.15 p.m. (Psychiatry)

Wednesday, April 22

**The Rise of Organized Religion in Canada.**  
Prof. John Webster Grant, Emmanuel College; last program 1980-81 Victoria Women's Association, Wymilwood, Victoria College. 2 p.m.

## Colloquia

Wednesday, April 15

**The HgMn Stars.**  
Prof. Georges Michaud, Université de Montréal. S-309 Scarborough College. 3 p.m. (Astronomy)  
(Please note place and time.)

Monday, April 20

**Detection of Weak Magnetic Fields in Stars.**  
Prof. Roland H. Poeckert, Herzberg Institute of Astrophysics, 134 McLennan Physical Laboratories. 4 p.m. (Astronomy)  
(Please note date.)

Tuesday, April 21

**Chemical and Biological Relevance of Sulphur Cation Radicals and Dications.**  
Prof. R. Glass, University of Arizona. 428 Lash Miller Chemical Laboratories. 3.30 p.m.

## Extrapyramidal Reactions Induced by Neuroleptic Drugs.

Prof. C.D. Marsden, Institute of Psychiatry, London, Eng. Osler Hall, Academy of Medicine. 5.30 p.m. (Toronto Neurological Society)

Wednesday, April 29

**Caring: An Antidote for a Society in Crisis.**  
Sister Simone Roach, Harvard Divinity School; visiting, Faculty of Nursing. Auditorium, Medical Sciences Building. 4 p.m.

Wednesday, April 22

**Starting the Space Program.**  
Prof. Paul Herget, University of Cincinnati. 134 McLennan Physical Laboratories. 4 p.m. (Astronomy)

Friday, April 24

**Perspectives in Dodecahedron Synthesis.**  
Prof. L.A. Paquette, Ohio State University. 158 Lash Miller Chemical Laboratories. 3.30 p.m.

## Planning a campus event?

A Guide to Events Planning gives tips on organization and procedures for making a success of your event. It lists U of T services and is available free. Contact: Public Relations Office, St. George campus, 45 Willcocks St., 978-2103 or 978-2105.

## Meetings & Conferences

Tuesday, April 14

**Writing at the University Level: Prospects for the 1980s.**  
One-day conference will be held in R-3103, Scarborough College from 9 a.m.  
Guest lecturers: Profs. Elaine Maimon, Beaver College, Glenside, Pa., and Richard A. Lanham, University of California, Los Angeles.  
Morning session: Prof. Maimon will discuss teaching students whose major field is not English; Prof. Lanham will discuss experiments and developments in the teaching of writing including advanced technology as sources of instruction.  
Afternoon session: guest lecturers will conduct workshops then take part with Profs. Russell Brown and Melba Creelman and Beverly Corben, Scarborough College, in panel discussion of questions collected during the day. Registration fee \$6, includes lunch. Information: Beverly Corben, Scarborough College Writing Laboratory, 284-3369.

Thursday, April 16

**Organic and Polymer Photochemistry.**  
One-day microsymposium will be held in 3127 South Building, Erindale College from 9 a.m.  
One and Two Photon Ionization of Aromatic Molecules in Alkane Solution. Prof. C.L. Braun, Dartmouth College.  
Singlet Energy Transfer and Energy Migration in Polymers. Dominic Ng and Prof. J.E. Guillet, Department of Chemistry.

Photochemical Probes of Microviscosity in Viscous Liquids, Polymer Solutions and Membranes. A.E.C. Redpath and Prof. M.A. Winnik, Department of Chemistry.  
The Photohydration of Styrenes, Phenylacetylenes and Arylcyclopropanes. Peter Wan and Prof. Keith Yates, Department of Chemistry.  
Chemistry of Vision: Studies with Rhodopsin-Phospholipid Membranes. D.F. O'Brien, Eastman Kodak Co., Rochester, N.Y.  
Since lunch will be served to all participants, department must know in advance how many will attend. Please sign up outside 520 Lash Miller Chemical Laboratories or 4054 South Building, Erindale, or RSVP to Prof. M.A. Winnik, Department of Chemistry, 828-5228.

Thursday, April 23

**Fourth Annual Scientific Meeting: Canadian College of Neuropsychopharmacology.**  
Thursday, April 23 to Saturday, April 25 at Clarke Institute of Psychiatry and Addiction Research Foundation. Symposia, free communications and workshops.  
Information, Dr. Jerry J. Warsh, Clarke Institute of Psychiatry, 979-2221. (Pharmacology and Psychiatry)

Friday, April 24

**12th Annual Conference: Society for Spanish and Portuguese Historical Studies.**  
Papers will be presented on a variety of themes from the medieval period to the 20th century. There will be sessions on the Second Republic, the Civil War, Regionalism in Spanish History, Religion and Society in Portugal and on other topics.  
Registration fee \$15, students \$5. Registration forms may be obtained from Prof. W.J. Callahan, Department of History, Sidney Smith Hall, 978-3364. Please note: Registration forms should be returned by April 15.

Wednesday, April 29

**U of T Staff Association.**  
Annual meeting. Auditorium, Medical Sciences Building. 5.30 p.m.; registration from 5 p.m. Information, 978-8844.

## Governing Council & Committees

Wednesday, April 15

**Business Affairs Committee.**  
Board Room, Simcoe Hall. 4 p.m.

**Curriculum & Standards Subcommittee.**

Council Chamber, Simcoe Hall. 4 p.m.

Thursday, April 16

**Governing Council.**  
Council Chamber, Simcoe Hall. 4.30 p.m.

Monday, April 20

**Planning & Resources Committee.**  
Council Chamber, Simcoe Hall. 4 p.m. (Please note date.)

Tuesday, April 21

**Committee on Campus & Community Affairs.**  
Council Chamber, Simcoe Hall. 4 p.m.

Thursday, April 23

**Academic Affairs Committee.**  
Council Chamber, Simcoe Hall. 4 p.m.

## Ontario resorts & summer camps

### Chateau Woodland

Experienced Travelers Say  
"The Highlands Finest"  
CAA, AAA, Resorts Ontario

A rustic resort in wooded parkland with 1,400 feet frontage on Lake Kashagawiga. Delightfully informal, club-like atmosphere. Dining room, lounges, recreation room, etc. Sleeping accommodation in individual heated cottages, all private bathrooms. All sports, excellent meals.

Full American Plan Reasonable Rates  
Fine Beach for Children

P.O. BOX 564  
HALIBURTON  
ONTARIO K0M 1S0

(705) 457-1892



- CO-ED for children 6-16  
— A small camp, individual attention & personal development

- Full Camp programme  
— Swimming, Sailing, Canoeing  
— Arts & Crafts, Ecology studies  
— Kayaking, Windsurfing  
— Edible wild, first aid  
— Canoe tripping, Camp craft

- Special Swim Camp
- Special introductory Camp
- Outstanding accommodation

- ACCREDITED MEMBER OF O.C.A.

- For information: Dr. G. B. Faulkner, R.R. 1, Buckhorn, Ont. K0L 1J0 (705) 657-8432

## Come to Canadette!

- In the gym  
— gymnastics and fitness.

- In the studio  
— modern jazz and disco dancing

- On the waterfront  
— swimming, skiing, canoeing, sailing

plus campfires, singsongs, skits and lasting friendships.

Fitness the fun way for girls 7 - 16.

canadette  
sports camp

Canadette Sports Camp  
P.O. Box 47  
Woodbridge, Ontario L4L 1A9  
(416) 244-8401, 851-2425

## SWALLOWDALE

A summer camp founded in 1943 for elementary school age boys and girls. The enrolment is limited to retain a warm personal atmosphere and the program is geared to utilize the campers' individual choices and imagination.

- Tennis ● Horseback riding ● Sailing ● Canoeing ● Archery
  - Full swimming program ● Crafts ● Woodworking ● Fitness
  - Gymnastics
  - 3:1 camper/staff ratio ● Periods of 2 weeks or more begin June 28th
- For camp brochure and other information please contact  
Mr. and Mrs. R. Walbank, R.R.4, Huntsville, Ont. P0A 1K0  
or call 705-789-9761  
ACCREDITED MEMBER O.C.A.



# Events



King rail from *Carolina Quest* by Richard M. Saunders (U of T Press 1951), from the exhibition now at the Thomas Fisher Rare Book Library. This wood engraving and the heron on page one are reproduced by permission of the artist, Sylvia Hahn, and University of Toronto Press.

## Concerts

**Tuesday, April 14**

### Pat Metheny Group.

Jazz quintet led by guitarist Pat Metheny. Convocation Hall. 8 p.m. Tickets \$6.50, \$7.50 and \$8.50 at BASS and Students' Administrative Council; only \$8.50 tickets at SAC. Information, 978-4911.

**Thursday, April 16**

### David Hetherington, Cello, and Adrienne Shannon, Piano.

Program of works by Bridge, Debussy and Davidoff; last in Thursday twilight series. Concert Hall, Royal Conservatory of Music. 5.15 p.m. Information, 978-3771.

**Thursday, April 23**

### Editing Mozart's Wind Music.

Daniel Leeson, clarinetist and one of the editors of *Neue Mozart Ausgabe*, San Francisco; lecture is last program in Faculty of Music's Thursday afternoon series. Concert Hall, Royal Conservatory of Music. 2.10 p.m. (Please note place.)

**Friday, April 24**

### Vinko Globokar.

Composer/trombonist will demonstrate his approach to the trombone and to his compositions; last in mini lecture series co-sponsored by Faculty of Music and New Music Concerts. Walter Hall, Edward Johnson Building. 8 p.m. Tickets \$1, New Music subscribers free. Information, 978-3744.

**Sunday, April 26**

### Seventh Annual Remeny Award Competition Finals.

Annual competition that started over 50 years ago in Budapest and was revived at the Faculty of Music six years ago. House of Remeny, the Hungarian music firm now located in Toronto, will contribute a new instrument built by a contemporary Hungarian

luthier. Preliminary sessions will reduce the number of participants in the finals to a small group of Faculty of Music string students. Walter Hall, Edward Johnson Building. 3 p.m.

### Toronto Children's Chorus.

Great Hall, Hart House. 3 p.m. Limited number of free tickets available to HH members. Information, 978-2436 or 978-5362.

**Monday, April 27**

### Toronto Children's Chorus.

Great Hall, Hart House. 8 p.m. Limited number of free tickets available to HH members. Information, 978-2436 or 978-5362.

## Miscellany

**Tuesday, April 14**

### Memorial Service.

Service for the late Prof. W.H. Trethewey, Department of French, Victoria College, will be conducted by Prof. E.G. Clarke, Department of Near Eastern Studies. Victoria College Chapel. 2 p.m.

### Peel Regional Science Fair.

Tuesday, April 14 and Wednesday, April 15 in the Meeting Place, South Building, Erindale College. Information, 828-5214.

**Wednesday, April 22**

### Film Night.

Last program 1980-81, Archaeological Institute of America, Toronto Society. Lecture room, McLaughlin Planetarium. 8 p.m. Information, 978-5442. (Please note time.)

## Seminars

**Monday, April 13**

**Cloning of cDNA's Encoding Precursors of Polypeptide Hormones.** Dr. Joel F. Habener, Harvard Medical School. 417 Best Institute. 4 p.m. (BBDMR)

**Tuesday, April 14**

### Molecular Cloning of Herpes Virus Type I Genome.

Prof. W.C. Leung, McMaster University. 235 FitzGerald Building. 3.30 p.m. (Microbiology & Parasitology)

**Wednesday, April 15**

### Economics of Marriage.

Prof. William Bishop, London School of Economics & Political Science.

### Economics of Property Settlement Rules in Family Law.

Prof. Jack Knetsch, Simon Fraser University.

17th of Law & Economics Workshop series 1980-81. Papers will be circulated week in advance of presentation; authors will make introductory statements, discussion and critical analysis will follow. Solarium, Falconer Hall, 84 Queen's Park Cresc. 12.15 to 1.45 p.m. Registration fee which covers papers and lunch, single session \$3. Please note, registration required in advance if copy of papers and lunch required.

Information and registration: Verna Percival, secretary to the Law & Economics Program, Faculty of Law, 978-6767.

### Canada and NATO in the 1980s.

J.G. H. Halstead, Ambassador of Canada to North Atlantic Council, NATO headquarters, Brussels. Board Room, Trinity College. 3 p.m.

## Exhibitions

**Monday, April 13**

### Some Canadian Ornithologists.

Exhibition outlining the history of ornithology in Canada, placing special emphasis on the J.L. Baillie Collection of books and manuscripts. Thomas Fisher Rare Book Library to May 6. (Please note extension of duration.)

**Monday, April 20**

### Fifth Year Thesis Projects.

Exhibition of work by students in Department of Architecture. Faculty of Architecture & Landscape Architecture, 230 College St.

(International Relations Committee, International Studies and Atlantic Council of Canada)

**Tuesday, April 21**

### Membrane Modifications Specified by N Plasmids in *E. coli*.

Dr. Rajul Iyer, University of Ottawa. 235 FitzGerald Building. 3.30 p.m. (Microbiology & Parasitology)

**Wednesday, April 22**

### Reflections on Reforming

### Regulation: Notes from the Inside.

Prof. William Stanbury, University of British Columbia; 18th of Law & Economics Workshop series 1980-81. Solarium, Falconer Hall, Faculty of Law. 12.15 to 1.45 p.m.

Details, please see listing April 15.

**Monday, April 27**

### The Immunogenicity of Insulin.

Dr. Alan S. Rosenthal, Merck Sharp & Dohme Research Laboratories, Rahway, N.J. 114 Best Institute. 4 p.m. (BBDMR)

(Please note date.)



**Ben's  
Hair-  
styling  
(Unisex)**

**598-2792**

**We care about  
your hair**

- Latest hair cuts
- Wella hair colouring and conditioning
- Cold waving
- Henna hair colouring
- Scalp treatment
- Razor cutting
- Specialize in children

**No waiting • call today  
598-2792**

**Open Mon. - Sat. 9 a.m. - 6 p.m.**  
**235½ College Street (at Huron)**



## NEW MUSIC CONCERTS 1980-81

GRANDE FINALE TO OUR 1980-81 SEASON WITH 2 TREMENDOUS EVENTS!

FRIDAY, APRIL 24 AT 8:00 P.M.

Walter Hall, Edward Johnson Building, University of Toronto

### VINKO GLOBOKAR

Illustrious composer/trombonist will illustrate his unique approach to his instrument and compositions — a progressive 'voyage' between the noises of breathing and 'pure' instrumental music

**TICKETS: Only \$1.00 at the door**

SATURDAY, APRIL 25 AT 8:30 P.M.

Walter Hall, Edward Johnson Building, University of Toronto

Guest composer/trombonist

### VINKO GLOBOKAR

joins

### ROBERT AITKEN

Flutist/composer

in an outstanding programme of their works

### PROGRAMME:

**GLOBOKAR: AUSSTRAHLUNGEN** (1971) for soloist & 20 musicians, Robert Aitken, flute soloist; **VENDRE LE VENT** (1973) for piano, percussion & 9 brass.

**AITKEN: FOLIA** (1981) for wind quintet; \*World Premiere, The York Winds

**TICKETS: \$6.00 adults; \$4.00 students & senior citizens**

FOR ADDITIONAL INFORMATION CALL 923-2684 OR CONTACT:

NEW MUSIC CONCERTS, 151 Bloor Street West, Suite 455, Toronto M5S 1S4



Toronto's Exclusive  
Introduction Service  
For Business and  
Professional People

"Where people meet  
by choice,  
not by chance."<sup>TM</sup>

**Entre Amis**

111 Avenue Road  
921-3103  
Business Hours:  
10 am - 6 pm

"TREFFPUNKT DER FEINSCHMECKER"

**Old Viennese**  
Restaurant  
HEURIGER & KAISERSTUBE

You are invited to experience a cozy  
corner of Austria featuring authen-  
tic Viennese cuisine.

Downstairs enjoy the HEURIGER,  
our informal wine cellar, in an  
ambience of wood beams and  
stained glass, with a traditional  
Austrian buffet of meats, salads,  
and pastries.

Upstairs in the KAISERSTUBE dine  
leisurely with a full menu of  
Viennese delicacies. And com-  
plement your meal with one of  
our specially imported Austrian  
wines.

Live Entertainment  
Open 7 days a week 12 noon — 1 a.m.  
Sunday 5 p.m. — 10 p.m.  
Fully licensed. Major credit cards accepted.

6  
St. Joseph  
Street  
Toronto  
Ont.  
961-6683



**Open  
wide.**

Plastic ring binding is  
perfect for reports and  
workbooks. They will  
open completely and lie  
flat for easy writing. It's  
called Cerlox binding,  
and is available in white,  
black, or blue plastic  
strips.

Ask the printing pro-  
fessionals at 21 King's  
College Circle. 978 2259

**THE  
PRESS**

## Forum by Dorothy Gillmeister

### Good intentions are not enough: a case for affirmative action

Three *curricula vitae* sit on your desk, representing three well-qualified candidates for an opening in your department. One is from a Native man, a status Indian, newly graduated from a Canadian university. The second is from a woman, which is unusual in your field. The third applicant is a young man who has just graduated from a leading US university; he describes himself as a landed immigrant.

You find the three candidates have different strengths and weaknesses that leave them pretty well equal. You recall that the University has an equal opportunity policy, and you reach for it, hoping it will help you decide what to do.

It won't. Neither will the Employment Standards Act nor the Ontario Human Rights Code, though they will tell you a great deal about what you must not do. Though the code permits employers to establish affirmative action programs with the Ontario Human Rights Commission's approval, such programs are the exception, not the rule. There is no official, recommended approach to affirmative action planning, and no requirement for any employer to report plans, goals, or work force statistics relating to equal opportunity. You are on your own. This is the strength of the Canadian approach to affirmative action, and its weakness.

Many people believe that "affirmative action" is an American term for an American approach to an American problem. They are wrong. It is part of Ontario's public policy. The Ontario government encourages employers to carry out systematic self-assessments to identify policies and practices that may have an "adverse impact" upon minority groups or women, and to develop programs designed to redress any imbalances. For its own employees, it has developed a goal-oriented program designed to improve the position of women. Staff of the Ministry of Labour's Women's Bureau and the Ontario Human Rights Commission provide support for employer programs in the private and public sectors. But the encouragement and support are strictly moral and educational, not financial, and employer participation is voluntary. The result is predictable: voluntary action has been synonymous with inaction, and the record shows it.

Statistics on women in Ontario suggest that neither protective legislation nor voluntary affirmative action has had a discernible impact on the male-female wage gap or the concentration of women in clerical and service areas. Both are increasing. The disproportionately high female unemployment rate continues to grow faster than the male unemployment rate, even as women form a greater part of Ontario's labour force than ever before.

And what of affirmative action for other groups: Native people, visible minorities, the handicapped, language minorities? The section of the Ontario Human Rights Code permitting voluntary affirmative action could undoubtedly compete in a contest to find the least-used piece of legislation in the province, rivalling old municipal by-laws about herding cattle on Main Street. Most Ontario programs — and they are few — are so cautious that they do not require any special permission, consisting entirely of awareness sessions and other public relations measures. Undeserving of the name of action, let alone "affirmative" or "positive" action, such programs totally sidestep the knotty questions facing us today.



The University of Toronto's program is no exception. U of T's approach typifies the caution and conservatism with which most Canadians approach human rights issues. The University has had an Equal Opportunity Policy since 1976 "for reasons of common humanity", which includes "race, colour, religion, sex, or national origin", but not age, marital status, sexual orientation, citizenship, political affiliation, or handicap. The policy is explicit when it comes to prohibiting deliberate discriminatory behaviour by individuals, but avoids any mention of "systemic" discrimination inherent in policies and practices that may appear on the surface to be fair. "Affirmative action" is not mentioned.

The results are, again, predictable. What the University has done, it has done well: salary anomaly reviews for faculty and staff have been thorough and have resulted in many adjustments, and our revised benefits are about the most equitable that can be found. However, there has never been a university-wide review of salaries for part-time faculty women, or for those below the rank of assistant professor. Workshops on cross-cultural communication have been popular, and target-group programs like English Working Language Skills are well attended. But male domination of faculty positions continues, especially tenured faculty positions. Some universities have initiated policies and practices ranging from intensified recruiting of women to preferential hiring to bring the sex ratio of a department closer to the sex ratio of students in its classes. The University of Manitoba is one. But though our Equal Opportunity Policy allows "persons in authority" to request search committees or personnel recruiters to canvass minority groups or advertise in specialized news media to interest qualified female and minority candidates so that imbalances may be corrected, it is rarely done. The University of Toronto does not even specify in its academic advertising that it is "an Equal Opportunity Employer", or that positions are open to both men and women. Academic hiring decisions are not

reviewed to ensure that women are considered, though review mechanisms have been recommended many times.

Not all that many years ago, a *de facto* barrier to the promotion of women to administrative positions above a certain level permanently limited the careers of many capable women. With legislation forbidding discrimination based on sex, along with increasing acceptance of women in management roles, the barrier has been lowered in fields where large numbers of qualified women already exist at more junior levels. (Women still have trouble entering traditionally male fields such as the trades.) Evidence from several sources shows that though most University of Toronto women still work in clerical positions close to entry level, women are now penetrating managerial levels of the University's administrative support staff. This is good news, but scarcely cause for celebration: for many University of Toronto women now nearing retirement, the changes are much too late, and the waste of talent irretrievable. Furthermore, if we continue to pursue our present policies and practices with our present lack of fervour for change, it is all the good news there will be.

Equal opportunity doesn't just happen. Patterns which lead to discrimination are too deeply ingrained in our perceptions and habits. We are often unable to recognize the discriminatory impact of practices that are fair if applied to a homogeneous group. Many people believe that if good will prevails, all discrepancies will even themselves out in the long run. This belief is naive.

For example, we are relatively certain that Native people are seriously under-represented on our staff, despite their high concentration in Toronto. We have identified several practices that adversely affect Native people as a group more than the "average" Toronto resident, such as the common preference for even entry-level clerical staff to hold one or more university degrees. Insistence upon inflated educational requirements is known as "credentialism". Some employers have policies forbidding it, as its discriminatory impact has been well



# Forum

## Affirmative action Continued from Page 8

documented, however innocent the intent. We permit it.

Most people are sympathetic towards moves to end "unfair" discrimination. But people differ, often violently, on what constitutes reasonable grounds for remedial action that might favour the members of a given group, albeit a group that has been on the receiving end of considerable discrimination for generations. The University's Equal Opportunity Policy is little help with this dilemma. A "motherhood" policy, its mandate for action is unclear. For example, the policy specifically encourages "a mix of staff" at all levels. In practice, it is extremely difficult to define the "mix of staff" appropriate to a given situation, let alone to decide what measures should be taken to influence that mix. Frequently, analysis shows that the cause of the imbalance lies elsewhere: in access to education and training, family attitudes, social pressures. But the responsibility to act remains with us. Another example: University policy states that "merit" should be the prime criterion for hiring or promotion. But what is "merit"? Should the qualifications of an applicant be evaluated in terms of an immutable, abstract standard, or should they be evaluated in the context of the disadvantages that he or she has overcome? Which approach is the better indicator of present and potential achievement? And is the ability to "fit in", which tends to be based on the similarity between the evaluator and the evaluatee, a legitimate factor, closely related to "merit", or is it a form of discrimination?

Precisely because the problems and solutions are not clear-cut, it is essential that the University develop an approach to affirmative action that includes clear guidelines as to acceptable and unacceptable methods. Though differences between the Canadian and US environments must not be ignored, we are in an excellent position to learn from their successes, as well as their mistakes.

I strongly believe that the equal opportunity function should act as a "change agent" within the University community, not as a well-intentioned hybrid of staff development and employee record-keeping. It cannot do the job that needs to be done while operating as a "service" function, as a watchdog with no bite and very little bark. To be effective, our Equal Opportunity Policy requires the visibility and authority that come from a clearly defined mandate, along with the support, participation and commitment of every member of the University community. The recent elimination of the Equal Opportunity Office must not be allowed to result in a diffusion of the University's responsibility for action.

It is undeniably easier to fall back upon the arguments of "academic excellence" and "business expediency" and to cite

"lack of discriminatory intent" as a rationale for any practice we wish to defend. But if we continue to leave our practices unexamined, we not only deny our moral responsibility, but increase the likelihood that mounting societal pressures will result in more restrictive legislation. The option to pursue "voluntary" action will not be ours forever.

At a recent conference, delegates representing Ontario universities met to discuss the status of women. They reported that after decades of studies, programs and reviews, there was no evidence that the status of women faculty or support staff had improved in any significant, measurable way. Many delegates and speakers articulated a demand that the Ministry of Colleges & Universities provide stronger leadership in improving the status of women. Some asked for compulsory affirmative action. Ten years ago, a request for government intervention would have been unthinkable from such a group. Now, we can expect similar demands from many groups, as studies continue to confirm that race, sex and ethnic background influence whether students attend colleges and universities, what their courses of study will be if they do attend, and whether they will succeed in finding a job at an equitable salary if they graduate.

The University of Toronto takes pride in its reputation for excellence. Here is a worthy challenge in a field where leadership is sadly lacking. If we truly desire to transform reality to conform to our ideals of equality and equity, we must bring to bear every skill we possess. We cannot uphold our reputation with good intentions alone.

*Dorothy Gillmeister has been the University's Equal Opportunity Officer for the past four years. The office was closed in March for fiscal reasons. Gillmeister is now working on various projects in personnel systems.*



## UTFA annual meeting

The annual meeting of the  
University of Toronto  
Faculty Association  
will be held on  
**Wednesday, April 15, 1981**  
from 4 to 6 p.m.  
in the auditorium of the  
Medical Sciences Building  
(Room 2158)

## Blackmail never used to reduce A & S budget cut

I am writing in response to the front page story in the March 30 issue of the *Bulletin* under the sub-title "Provost denies administration gave in to arts and science pressure".

In the story there is a report of the recent meeting of Planning & Resources where Deans Slemon and Ten Cate accused the administrators of this faculty of applying unreasonable pressure on the University and also alleged that the senior officers of the University had succumbed to this pressure.

It is regrettable that those making these charges did not inform us in advance of what they planned. This would have allowed us to attend the meeting to hear their views first hand and respond to them in the same forum where these allegations were made. That would have been the collegial approach but it was not what was done.

At no time throughout this academic year did either Dean Slemon or Dean Ten Cate call me or the other deans in this faculty to find out what was happening with regard to our budget. Instead they chose to rely on rumours for their information.

I deny that this faculty exerted "undue pressure" or "unreasonable pressure" or any other kind of pressure other than the pressure of reasoned argument based on the facts of the case. We were asked to administer a very large reduction in this faculty's budget which we concluded we could not in good conscience carry out. We did not threaten to resign. Nor did we mobilize the faculty and students. Nor did we seek to publicize our dispute. All of these pressure tactics were deliberately avoided and I believe we were remarkably successful in preventing such actions in support of our position.

The senior officers of the University asked for factual information to substantiate the faculty's stance. The information was collected and provided to Simcoe Hall. On the basis of that information a smaller but still substantial budget reduction was imposed on this faculty and accepted by us.

As for the argument that this faculty has not planned, that surely is belied by

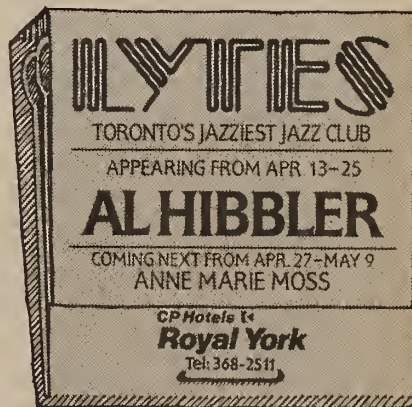
another article on the same page of the *Bulletin* announcing the publication of the Spelt Report. Surely the deans are also aware of the enormous planning effort and subsequent changes in this faculty's admission standards, degree requirements, counselling provisions and enrolment controls. All of these have been well publicized and all are examples of major goals and objectives actually implemented.

The allegations made by Deans Slemon and Ten Cate are serious. While the term blackmail is not used, the words used to describe our behaviour are a close approximation of the dictionary definition of blackmail. If we did blackmail the University, then the Deans and chairmen in arts and science deserve to be dismissed. If Simcoe Hall did succumb to blackmail, that would raise serious questions about the fitness of our senior administrators to govern our affairs.

We deny that blackmail occurred or that anything other than rational argument supported by the facts determined our budget for 1981-82. We are prepared to defend this assertion.

I have indicated what we would expect if the allegations made by Deans Slemon and Ten Cate were true. I leave it to others to decide what is the proper course of action for our accusers in the event that they cannot substantiate their allegations.

A.M. Kruger  
Dean  
Faculty of Arts & Science



## TERM DEPOSITS AT YOUR CREDIT UNION

### FOR DEPOSITS OF \$5000 OR MORE:

30-DAY — 16%	90-DAY — 15½%	180-DAY — 15%
60-DAY — 15¾%		1-YEAR — 14½%

### FOR DEPOSITS LESS THAN \$5000 (MINIMUM OF \$500):

90-DAY — 14%	1-YEAR — 14%
--------------	--------------

**PERSONAL LOANS** — All our members are special and can borrow from their credit union at the prime rate, currently 17¼%. If you are not a member but are seeking a loan, drop in or call us now — you can take advantage of our special loan rate too!

*Note: all rates and terms are subject to change without notice.*

MEMBER — ONTARIO SHARE AND DEPOSIT  
INSURANCE CORPORATION

**Universities and Colleges  
CREDIT UNION**  
(Toronto) Limited, 245 College Street, M5T 1R5

## The School for Scandal

by Richard Brinsley Sheridan

April 14 to 18  
8.30 p.m.

Tickets \$5.00, students and senior citizens \$3.00

MAINSTAGE  
**THE ALUMNAE THEATRE**  
70 Berkeley Street — 364-4170



# Forum

## Charges against dean unfair, stem from budget frustration

I would like to comment on two charges that have recently been made, I think unfairly, in the Governing Council and some of its committees, to the effect that the Faculty of Arts & Science has been delinquent in its planning and that it used blackmail tactics to get preferred treatment in the recently approved University budget. It is most unfortunate that two or three deans of major faculties should have made a public attack on the dean of another faculty before they possessed all the relevant information and I think that it can only be explained by the deep sense of harassment and frustration felt by most heads of divisions on facing yet another round of budget cuts.

First of all, in terms of numbers of students, faculty, departments and programs, arts and science is so much larger and more diversified than all the other faculties (although in the case of medicine there are other complexities) that it is very difficult for either planning or budget committees to make meaningful comparisons. There are 29 departments in arts and science, many of them larger than most of the professional faculties. Indeed the single Department of Political Economy includes what in most universities would be the separate Departments of Economics and Political Science and a separate Faculty of Commerce. Obviously for such a disparate body where many of the member departments have so little in common, planning and budgeting is a very different proposition than it is in the smaller and more homogeneous professional faculties. Moreover in the past decade there has been an 18 percent increase in student enrolment in the faculty and at the same time a decrease of 10 percent in tenured and tenure-stream teaching staff, while supply budgets have remained almost stationary despite inflation and equipment budgets have actually fallen 31.26 percent. In the last few years there has also been a dramatic surge of students into a few departments where the student-staff ratio has sky-rocketed. Reduction in the number of tenured faculty in departments with reduced enrolments, however, can only be made gradually in the next decade, as retirements, resignations and deaths occur.

It has frequently been alleged that the Faculty of Arts & Science has failed to make any serious attempt at planning as other faculties have done. This is not so, although, from what I have already said, it should be clear that, given its size and

diversity, planning for the faculty has been a very difficult and time-consuming task. Four years ago all the departmental chairmen in the faculty, with very little direction as to what was wanted, submitted departmental planning documents (mine for history ran to 29 pages with appendices). The dean, who was on the point of retiring, forwarded these to the Subcommittee on Planning & Priorities along with his own observations. The subcommittee did not consider this package sufficient and the new dean agreed to undertake a more precise presentation. At the same time he set up committees to propose important changes in the faculty's admission and degree requirements, which was an exercise in academic planning that has been successfully completed. The problem of reallocating resources and reducing teaching staff in order to meet the continuing budget squeeze was an even more difficult task for the reasons indicated above and because it had to involve three campuses. The latter consideration led the provost to assume the overall supervision of what became a very large tri-campus planning exercise by a committee under the chairmanship of Dean Spelt, whose 195-page report has just been published. It is a most impressive document and indicates how over the next decade a total attrition of 335 tenured teaching staff is expected from retirements, resignations and deaths in the arts and science departments on the three campuses. It is proposed that 121 of these positions should be eliminated for economy purposes and the remainder put into a pool for reallocation. The report also indicates how these positions should be redistributed.

To suggest that the Faculty of Arts & Science has been dragging its feet in respect to planning is a travesty on the facts and to dismiss the Spelt Report as irrelevant is more than misleading. The report was prepared by senior arts and science officers from the three campuses and is bound to be the basis of a rational arts and science staffing plan for the 80s, which can now be expected in the near future.

J.B. Conacher  
Arts and Science Representative  
Governing Council  
(Constituency ID)

## Classics *did* submit staffing plan to Spelt

Your news story on the Spelt Report (*Bulletin*, March 30) contains a statement about the classics department which is simply untrue, viz. that classics was one of four departments that "refused" to "produce a staffing plan, designating an appropriate staff complement and outlining the method for achieving it over the next 10 years". This department delivered exactly such a plan to Dean Spelt in March 1980, explained it in further detail in a written submission in May, and offered a revised version in November. These three documents which the report itself states were prepared with "care and forethought" (p. 39), total 39 pages of detailed argument. Moreover, far from insisting on the right to maintain the department's present size, this plan assumed a substantial staff cut of 17 percent during the 1980s and accepted this cut as inevitable.

By what rule of language does this constitute a refusal to submit a staffing plan? Equally serious is the misunderstanding to which your report lends itself that we have argued from the dubious premise that "in order to maintain quality, present size must be retained". These words are taken from the Spelt Report, but that report does not attribute them to us. In fact, our main argument against the working group was that their proposal of "one, possibly two" new appointments to make up for 13 retirements and resignations during the 1980s

would cripple the department and work particular damage on a graduate program that now survives comparison with the half dozen best on the continent, not to mention its absolute preeminence in Canada. In short, we used the argument of quality, which is featured so prominently in current University rhetoric. Our "refusal" was a refusal to say that we accepted this crippling reduction as our fair contribution to the general curtailment of size. Even so, we outlined the program results that such a reduction would entail on the St. George campus. We stopped short only of predicting the specific results of the reduction in suburban campus programs to which our staff is heavily committed but whose design is itself not entirely within our competence.

We have held out on the essential point that we are willing to accept a steep cut but not a crippling one, and we have volunteered to defend our claim of quality by challenging the University to arrange for us an external, impartial appraisal. Dean Spelt himself welcomed this proposal when we made it almost five months ago. While we wait for it to be carried out, we can only hope our position will not continue to be misrepresented.

M.J. O'Brien  
Chairman  
Department of Classics

## Smith has little knowledge of negotiations

I write in reply to Professor Smith's unfortunate letter (*Bulletin*, March 30). I will confine myself to three observations among the many that could be made.

First, in light of Professor Smith's experience as a negotiator, I am surprised that, two years to the day after he prematurely and fully absented himself from faculty association matters, he should have chosen to render a public judgement on the skill of this year's negotiating team on the basis of so little knowledge of this year's negotiations. It is especially surprising when one recalls Professor Smith's own record. In the two years he was chief salary negotiator, the economic adjustments were 3.75 percent and 5.4 percent. Real salary scales for professors and librarians declined in those two years more severely than at any other time in the University's history.

Second, it is understandable that Professor Smith might have a strongly defensive attitude towards the *Memo-randum of Agreement*. It is, after all, his monument and represents an important achievement. Every article, however, represents a compromise, and none more

so than Article VI. To recognize the deficiencies in this article as the association's negotiators and council have done, is to do no more than repeat the association's extreme unhappiness with the process when it was devised four years ago. What Professor Smith and the association proposed in 1977, was genuine arbitration, a far cry from the procedure finally, and reluctantly, accepted.

Third, however unhappy a few members of the academic staff are with *Newsletter* #8 and the motion of council that expressed "outrage", it is clear that their reaction is not widely shared amongst faculty members and librarians. Membership of the association is at an all-time high. Of the 1,051 members who expressed their opinion on the report of the mediator and on the helpfulness of Article VI, 86.4 percent endorsed council's motion, many in the strongest language.

Michael G. Finlayson  
President  
University of Toronto Faculty Association

## Hart House Gallery Club

Our incredible Luncheon Buffet will be available throughout the summer

Monday-Friday 12 noon - 2 p.m.  
(until August 14)

Dinner service continues until June 18

Call 978-2445 for more information



## Olde Yorke Musick Shoppe

A DIVISION OF OLDE YORKE MUSICK LTD.

NOW AT OUR NEW CONVENIENT LOCATION  
180 BLOOR ST. W. (LOWER CONCOURSE)  
PHONE 960-0255

MUSIC BY ALL MAJOR PUBLISHERS  
CLASSICAL — JAZZ — FOLK — POP

RECORDER AND  
EARLY MUSIC SPECIALISTS  
MUSIC GIFTS AND ACCESSORIES



# Forum

## UTFA under Finlayson opened up issues, got more concessions

I know it is the end of the year and that tolerances are low but I find the glib prose and supple principles of Professor Jean Smith's latest letter (*Bulletin*, March 30) even more disagreeable than usual.

Professor Smith's pursuit of political self-interest (details supplied on request) under the cloak of high-minded concern for the welfare of his colleagues and of the University community which characterized his earlier letter to the *Bulletin* (Feb. 16), a letter promoting the candidacy of Professor Harvey Dyck for the presidency of UTFA, and his subsequent management of Professor Dyck's campaign, a campaign as subtly orchestrated as a barber shop quartet, I can accept. He is, after all, a politician and politics is a rough old trade in which the rewards don't go to the overly fastidious.

But what I'm disinclined to let pass is his attack on the current UTFA executive. It has after all, under the presidency of Professor Michael Finlayson, opened up more issues and managed to wring from the administration more concessions than the previous executive under Professor Smith had the wit to identify or the will to pursue. Similarly, it is hard to see what he's on about in his denigration of the negotiating teams of 1980 and 1981 when those teams, despite the tactical

errors and political misjudgements Professor Smith imputes to them, achieved salary and benefits settlements (eight percent and 9.1 percent) far in excess of those which Professor Smith, with all his political finesse, achieved in 1978 (3.75 percent) and 1979 (5.4 percent).

The grounds for UTFA's expressed "outrage" with the mediator, Professor Christie, which Professor Smith and some others find a little strong for their cultivated tastes, will be clear to anyone who takes the trouble to read Professor Galvin's letter (*Bulletin*, March 30) or who cares to compare the UTFA brief to the mediator with the mediator's report, and I will say no more about them.

In the matter of the "incompetence" and "malice" of the present administration there is enough evidence to allow us to come to an independent judgement rather than taking Professor Smith's word for it that the charge is "scarcely credible". "Incompetent" might be thought by some to describe well enough an administration that muddles along with accounting procedures as unrigorous as those described by Professor Galvin, or which bears responsibility for the extravagant errors in computing policy which Professor Ham has recently defended so complacently. And if "malice" does not quite cover the administration's bad faith in the case of "overload" stipends, I won't fuss — "devious" will do just as well.

And for an administration which in the recent salary negotiations refused to extend to the families of staff and faculty access to University athletic facilities (access granted at every other university in Ontario), when earlier this year after the fashionable ladies' club at 21 McGill St. burned down it chose to offer members of that club (club fees: initiation, \$1000, \$460 annually) precisely that access subsequently denied to my children, I can only feel contempt.

P.L. Heyworth  
Department of English

## Pensions for them and for us

The essence of a pension-plan is simple indeed. If I defer consumption of 10 percent of the goods earned during each of 50 working years I expect thereafter to enjoy 50 percent of my former consumption rate for 10 years without further production. Although this is a rudimentary model it does contain most of the hard realities of pension problems and can be used as a semi-quantitative check on pension expectations.

The real complexities of pensions arise from the management of the storehouse in which the deferred consumption is kept until needed.

In the University, there are other pension complexities which are not necessary and which should be eliminated. These arise because the University lives in a society in which most organizations are working under the financial constraints of an owner-employee dichotomy. Although we are a single group and therefore not so constrained within the University, we choose sides and play the game of owner-employee. That it is indeed a campus game is underscored by the cheerful willingness of many players to change sides sometimes with as much anticipation of enjoyment on the way back as they had on the way over. Most of us like to play the game and appreciate that it is in any event probably a necessary consequence of the society in which we live.

However, the assumed dichotomy has its dangers, particularly in masking the essential unity of purpose and unity of interest which in fact characterizes all of us who work within the University. There are no owners distinguishable from the whole of the society. There is no "them" to complement our "us". With Pogonian style, "Them is us".

We should therefore strive to avoid phrasing the discussion of pensions in the terms of a mythical we-they controversy. Many of the difficulties in pension discussions disappear when we address them as a single group making joint decisions about deferring consumption of a part of our common goods until a later date. There will still be many differences of opinion but now attention will be focused on the real problem of the level of consumption deferral for each of us, rather than on such difficult and meaningless questions as "Who pays, them or us?"

Having eliminated these sorts of pension complexities inherent in the

usual industrial or commercial pension plans we turn our attention to the very real and unavoidable problems which must arise in the policies and procedures of the storehouse used to husband our contributions and provide our benefits. Even for the simple goods-barter pension used as the model the management of the storehouse is a trial to both contributors and pensioners. Devaluation is as old as moth, rust and thief. Records are poorly kept and memories short. Should we do it ourselves or get an expert storehouse keeper to look after it? He will have to be paid. Storehouse keeping hazards are many and the solutions to storehouse problems are usually complex. In addition, they inevitably use up some of the deferred consumption and reduce the benefits.

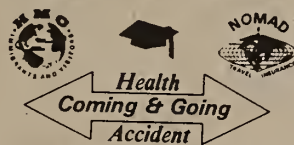
The major problem in the area of storage and delivery of deferred consumption which we face now in the University is dollar devaluation. This is a vexing problem but its solution has long been foreshadowed by the pension augmentation practices agreed to in their essential form by all members of the University community. It remains necessary to write these practices into the recorded policy of the pension plan. There are of course many other dollar devaluation problems which need attention and solution but some of the major pension difficulties are more in the simple model itself than in the area of benefit safe keeping.

In universities very few of us will spend as many as 50 working years; in addition, our life expectancy on retirement is much more than 10 years. Therefore, we cannot expect an annual deferral of consumption as small as 10 percent to produce a benefit as great as 50 percent of our accustomed consumption.

If we think of a 40-year working life and a 15-year life expectancy the original maximum contribution rate (15 percent) of the 1966 plan would provide a pension of 40 percent of customary consumption. Inflation has reduced our contribution in fact to 12 percent which we can expect to provide a pension of 32 percent of usual annual goods. Do we wish to provide a larger deferral of consumption? Should we return to the 1966 plan level? The hard decision is ours.

W.F. Graydon  
Department of Chemical Engineering

### HOSPITAL MEDICAL CARE IMMEDIATE COVERAGE



- VISITORS & IMMIGRANTS TO CANADA
- STUDENTS FOREIGN AND CANADIAN
- CANADIANS OUTSIDE CANADA

2 WEEKS — ONLY \$10 (under 65 years)

710 BAY ST. TORONTO **597-0666**

Toll Free: 1-800-268-9059

M. H. Ingle & Associates Insurance Agency Limited

## LONDON

unbeatable!!

from  
**\$459**

departing April & May

from  
**\$485**

departing June

from  
**\$519**

departing July

also available:

• **ONE WAY**

from \$289

• **OPEN RETURN**

from \$599



contact:

**CUTS**

44 ST. GEORGE ST. TORONTO 979-2406 96 GERRARD ST. E. TORONTO 977-0441

**We Won't Be Undersold !!**

Canadian Universities Travel Service Ltd.

## In Memoriam

Professor William Hilliard Trethewey, Department of French, Victoria College, March 18.

Professor Trethewey was born in Woodville, Ont. in 1898 and graduated with a University of Toronto BA in French from Victoria College in 1923. He took his MA in 1924 and that same year began his teaching career at the University of Western Ontario where he remained until 1929. From 1929 to 1936 he was head of romance languages at Mount Allison University in Sackville, N.B., completing a Chicago PhD during this same period. He returned to Victoria College as an assistant professor of French in 1936. He reached the rank of professor in 1949 and became chairman of the Victoria Department of French in 1952, a post he occupied for 15 years. He retired in 1968, but contributed one

further year as a special lecturer in 1968-9.

Prof. Trethewey was a specialist in Medieval French and in particular the Anglo-Norman dialect of post-Conquest England. He published two important editions in that field, one the inaugural volume of the Anglo-Norman Text Society series, the other with the Early English Text Society. For his many contributions to the profession he was elected a Fellow of the Royal Society of Arts in 1953 and of the Royal Society of Canada in 1960.

A memorial service for Professor Trethewey will be held April 14 at 2 p.m. in the Chapel, Victoria College.



# Forum

## An administrator's dream come true

In the *Agreement of Affiliation* between the University of Toronto and the Ontario Institute for Studies in Education (OISE), once beyond the standard rhetoric "advise", "recommend", "cooperation", "excellence", "coherence", "strength and quality of all programs in Education", "respond most effectively to major challenges and opportunities", we find the reality: (i) the authority of the Faculty of Education Council to recommend to the Governing Council regarding academic appointments, undergraduate programs and courses of study, requirements and candidates for degrees, admission standards and individual admissions will be delegated to the Joint Council; (ii) the authority of the Institute to recommend to the School of Graduate Studies on graduate faculty appoint-

ments, programs and courses of study, requirements and candidates for degrees, admission standards and individual admissions will be delegated to the Joint Council. . .

In short, the Faculty of Education and OISE are now under trusteeship. Power rests with an appointed council; an administrator's dream come true! Quick, clean decisions; no need to worry about gaining faculty approval. Leadership with a capital "L".

Power of administration is in. Academic policy residing in the hands of Faculty faculty is out. A turning point in the history of academe. The thin edge of the wedge. Start with education faculty — everyone despises them so it's sure to go through. Then . . .

So what remains? The faculty at the University of Toronto will never unionize

— too many professors do too much on the side to want a contract. Heavens, it might even call for putting in a working day for a full day's pay. Therefore, I do the only possible smart thing:

"Our Joint Council, which art in heaven  
Hallowed be thy name  
Thy Kingdom come  
Thy will be done on earth as it is in heaven  
Give us this day our daily bread  
And forgive us our trespasses  
. . . for ever and ever  
Amen."

Laurence Stott

Chairman

Department of History, Philosophy  
& Sociology of Education

## Search committee for health administration chairman

A search committee has been established to recommend a professor and chairman of the Department of Health Administration, for effect July 1, 1981.

The membership of the committee is: Dean F.H. Lowy, (*chairman*), Faculty of Medicine; Drs. M.J. Ashley, Department of Preventive Medicine & Biostatistics; M.J. Kelner, Department of Behavioural Science; F.B. Fallis, Department of Family & Community Medicine; T.H. Egan, Department of Paediatrics; K.J. Dorrington, Department of Biochemistry; C.W. Schwenger, K.F. Clute and Professor J.W. Browne, Department of Health Administration; and Dr. A.M. Zimmerman, School of Graduate Studies representative.

Dr. Eugene Vayda is eligible for a second term. The committee will welcome comments and/or suggestions, and these may be submitted, preferably in writing, to the chairman or to any member of the committee.

## Classified

A classified ad costs \$5 for up to 35 words and \$.25 for each additional word. Your name counts as one word as does your phone number, but the components of your address will each be counted as a word.

A cheque or money order payable to *University of Toronto* must accompany your ad.

Ads must be submitted in writing, 10 days before *Bulletin* publication date, to Marion de Courcy-Ireland, Information Services, 45 Willcocks St. Ads will not be accepted over the phone.

**Bloor-Spadina**, super 2-level, 5 room, balcony, many extras. Owner abroad May 1-Sept. 1. Price negotiable. 921-3332.

**South of France**, Sabbatical Rental. Spacious house (former chateau) near Montpellier. Fully furnished, equipped. Courtyard, garden, garage, telephone. September 1 to June 30, 1982. \$375 mo. plus utilities. Phone W.A. Oliver 978-2652 or 690-4481.

**Typist with PhD** in English offers fast and accurate typing of theses and academic articles. IBM Correcting Selectric, \$1.25 each double-spaced text page. Phone Marianne after 2 p.m. at 922-7244.

**Office and Secretarial Services** of the highest quality tailored to your needs. Going on sabbatical, leaving town for any reason, let me take scrupulous care of your affairs. Rosalind Warren, Rosalind Warren Enterprises, 485-5467.

**Muskoka**: Lake of Bays, 1 acre wooded lakefront lot, safe sandy beach, building site cleared. For sale at \$27,500, terms or will rent for camping season. For further information call Al at 978-8504 or 225-1786.

**House for Rent**: Lawrence Ave./Don Valley Area, 4 bedrooms, 3½ bathrooms, kitchen, living, dining, family, laundry rooms. Garage, 5 appliances. Suitable for visiting professor or executive. Available July 1/81-July 1/82. Furnished/Unfurnished. References. S. Steinbach 444-7676.

**Parents of Gifted Children**: Heliopolis Associates offer unique educational alternatives in keeping with the ideals of Maria Montessori, Bertrand Russell, Rudolf Steiner and A.S. Neill. All ages welcome. For further information please call 967-5200. Heliopolis Inc., Malcolm Hindley-Smith, B.A., M.Sc., Director.

**Oxford England**. Sabbatical exchange. Available late August for 1 year. Charming location, furnished, three bedroom house, central heating, garden, 10 minutes walk from Oxford centre. Physician & family require similar accommodation for year. Centrally located preferably High Park. Contact S. Sinclair. 978-4326.

**Summer sublet**. June to August. Two floors (self-contained) in exquisitely renovated Victorian house. 1 bedroom, living, kitchen-dining, large sundeck-garden. Furnished, air conditioned, fireplace, dishwasher, downtown, with excellent transportation. Call Prof. Stape 469-4035.

**Calgary teacher** requires Toronto area accommodation for herself and two children who are 1981 Canadian Junior ice dance champions, training near Yonge and Finch, July 1 to August 15. Will maintain yard, plants, pets in exchange for rent reduction. Mrs. Mary Garossino, 5123 Baines Rd., N.W., Calgary, Alberta T2L 1T9. 403-284-2030.

**Sabbatical rental**. Cortleigh Blvd. Elegant bungalow overlooking park, walk to Glencairn subway station or Bathurst bus. Available for one year beginning late summer. \$1250/month plus utilities. Prof. Bierstone 978-5163, 482-8460.

**Sabbatical rental** June 1, 1981 to August 31, 1982. Finch and Willowdale, close to Finch subway station. Furnished, 3 bedrooms, 2 studies, deck, garden, all appliances. \$800 plus utilities. Phone 225-7530 or 978-8606.

**Just a few blocks** from U of T, eight rooms of family house, furnished, laundry, dishwasher, utensils, linens, piano, cable, HiFi, garage, garden, 1 year tenancy mid-August/81, references, \$1100/mo. utilities included. 923-7834.

**Townhouse for rent**: 4 bedroom, 2 bathrooms, 5 appliances, finished family room with fireplace. Close to parks, shopping, transportation. Available July 1/81. 2 year lease. \$675/month including maintenance fees. Dr. I. Gottesman. 665-4744.

**Citroën Safari, 1978** suitable for 6 people plus luggage, very comfortable, excellent condition, presently owned and driven by Toronto professor on sabbatical in England. For sale by late August '81, £3,500 or best offer. Call Toronto 921-2408.

**Sabbatical Rental**. Large apartment (sleeps five), centre Bordeaux near schools: Sept. 1, 1981 — June 1, 1982. Whole ground floor opening onto garden. Completely furnished and equipped. 1,500 Frs. per month plus utilities. Phone B.T. Fitch, 978-6098 or 489-7803.

**For Rent**. Furnished house for 6 months or year. Walk to subway, large private lot, cedar deck, 3 bedrooms, 27 feet living room with fireplace, rec room, all well furnished, no pets, references, reasonable rent. 231-2905.

**House-sitter**. We would like to house-sit for the month of June, preferably close to the Toronto General Hospital. Please call Dr. Bud Sipko 604-270-1341 or 273-3258 (H).

**Vacation Rental Freeport**, Bahamas. Furnished two-bedroom garden apartments on The Lucayan Beach. Excellent swimming, snorkling and scuba diving. Ideal for family or two couples. US \$350 weekly. Daily and monthly rates available, 447-4613.

**Mexico home**, Puerto Vallarta. Central, private, wonderful views and comforts, modern, 2 large bedrooms, baths, gardens. Available summer or fall to the right people. Very reasonable indeed. 978-8810 or 979-1013; Prof. Gilmore.

**Land for research** wanted. Access to 15-25 acres of grassland near Toronto is needed immediately for a research study into the population regulation of mammals. Please contact Prof. Boonstra, 284-3221 or 265-0337.

**Professor and wife**, early 60s, seek modest apartment in house or small building, reasonably near University, preferably among academic contemporaries. Large living room/study, two bedrooms, kitchen, bathroom, etc. No pets, non-smokers, quiet lifestyle. Intended as last earthly dwelling. Would like to move in by summer 1982 at latest. Call WICKENS 978-3306 or 691-4372.

**Come to a BJ's** reception for single people at the Faculty Club, 41 Willcocks St., Friday, May 1, 7:30 pm, \$10 door. Just arrive or request more information from BJ's, P.O. Box 525, Station Z, Toronto M5N 2Z6.

**September 1981** to June 1982, three bedroom house in small Cotswold Village, 20 minutes from Oxford. Fully furnished; all appliances; central heating; large open fireplace. Garden and lawn terraced to stream; duck pond. Tel. 961-4288 (evenings).

**Furnished one-bedroom** apartment for rent August 1981 to August 1982 (negotiable). Convenient to University in Bloor-Jarvis area. Appropriate for sabbatical visitor. \$305 plus utilities. Richard Toporoski, 921-3151, ex. 303, or 925-1919.

**France — Provence**. House for rent in village 20 kilometers east of Aix-en-Provence. September 20, 1981 - May 20, 1982. Three bedrooms, bathroom with shower, main water and drainage. \$250 month plus services. David Savan 978-3183; evenings 486-7311.

### Have you books to sell?



We buy single books of merit, collections and libraries. Always wanted: Anthropology, Art, Classics, History & History of Science, Linguistics, Literature and Criticism, Philosophy, Psychology and Psychoanalysis

### Atticus Books

698 Spadina Ave  
One block south of Bloor  
922-6045  
(Hours: 11:30 a.m. to 6:00 p.m.)

Scholarly and antiquarian books in all disciplines

### Bridging the legibility gap

Text typesetting on an IBM Composer for little more than the cost of typing

Barbara Johnson 534-9613